



To: Elizabeth Pauli, City Manager
From: Reid Bennion, Budget Officer
Date: December 12, 2023
Subject: Fiscal Impact - Local 117 General Unit 2023-2025 CBA (TA)

Overview

The City of Tacoma and the Local 117 General bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2023, through December 31, 2025.

General Wage Adjustments

- Retroactive to January 1, 2023, base wage rates for all classifications will be increased by two and five-tenths percent (2.5%).
- Effective January 1, 2024, base wage rates for all classifications will be increased by two and seventy-five hundredths' percent (2.75%).
- Effective January 1, 2025, base wage rates for all classifications will be increased by two and seventy-five hundredths' percent (2.75%).
- Market-based increases will be provided to the following job classifications, on the dates specified:

CODE	JOB TITLE	2023	2024		2025
		Jan 1	Jan 1	July 1	July 1
53650	Animal Control & Compliance Officer	6.50%	3.50%	3.00%	1.50%
50160	Asphalt Plant Crew Leader	4.00%	1.50%	1.50%	1.00%
50150	Asphalt Plant Operator	4.00%	1.50%	1.50%	1.00%
52010	Carpenter	4.00%	1.00%	1.00%	0.50%
52100	Concrete Finisher Crew Leader	4.00%	1.50%	1.50%	1.00%
11010	Crime Analyst	4.00%	0.50%	1.00%	-
11020	Crime Analyst, Senior	4.00%	0.50%	1.00%	-
10990	Crime Program Technician	4.00%	0.50%	1.00%	-
42100	Crime Scene Technician	4.00%	2.00%	1.50%	3.50%
50200	Equipment Operator	4.00%	1.00%	1.00%	0.25%
50210	Equipment Operator, Heavy	4.00%	1.00%	1.00%	0.25%
42080	Forensic Specialist	3.00%	-	-	-
50410	Grounds Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50400	Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50470	Hydro Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50010	Laborer	3.00%	1.00%	-	0.50%
42120	Latent Print Examiner	3.00%	-	-	-
52050	Painter, Industrial	4.00%	1.25%	-	-
00160	Police Administrative Support Specialist	4.00%	1.00%	-	1.50%
06280	Refuse Scale Operator	4.00%	1.00%	1.00%	1.00%
06270	Solid Waste Worker	4.00%	1.00%	1.00%	1.00%
50250	Street Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50020	Street Maintenance Worker	4.00%	1.50%	1.50%	1.00%
05300	Tax & License Field Auditor	3.00%	0.25%	0.50%	0.50%
05310	Tax & License Field Auditor, Senior	3.00%	0.25%	0.50%	0.50%
05290	Tax & License Office Auditor	3.00%	0.25%	0.50%	0.50%
05250	Tax License Compliance Officer	3.00%	0.25%	0.50%	0.50%
05270	Tax & License Compliance Officer, Lead	3.00%	0.25%	0.50%	0.50%
50230	Traffic Sign & Marking Specialist	4.00%	1.50%	1.50%	1.00%



Local 117-G Wages:

Fund/Department	2023 Budgeted FTE	2023 Proposed Incremental Expense	2024 Proposed Incremental Expense	2025 Proposed Incremental Expense
All Other General Government	29	\$164,000	\$298,000	\$396,000
Environmental Services	69.84	\$375,000	\$600,000	\$808,000
General Fund	46.75	\$273,000	\$490,000	\$690,000
General Fund Supported	50.5	\$323,000	\$482,000	\$646,000
Tacoma Public Utilities	47.29	\$223,000	\$409,000	\$541,000
Total	243.38	\$1,358,000	\$2,279,000	\$3,081,000

Clothing, Footwear, Cleaning Allowances

- Section 16.6.B: Increase annual clothing and boot allowance to \$400 (from \$350.00).
- Section 16.6.C.2: Increase annual reimbursement for those required to wear safety boots to \$275.00 (from \$225.00).
- Addendum B 3.9: Increase annual cleaning allowance to \$500.00 (from \$350.00).
- Addendum B 4.5: Increase annual cleaning allowance to \$500.00 (from \$350.00).

This increases in clothing, footwear, and cleaning allowances will likely result in \$15,000 of additional costs.

Application of Rates – Appendix A, Section V

- G. Add Street Maintenance Worker to eligible classifications.
- L. Add Police Administrative Support Specialist and Latent Print Examiner to eligible classifications.

These additions are likely to cause minimal fiscal impact and are largely dependent on the discretion of the supervisors in the respective departments. Ultimately, the departments will be responsible for adhering to their overall level of appropriation.

Emergency Standby Assignments – Addendum D, Section 1.10

Effective December 31, 2025, or when the Parties mutually agree to its effectuation, an emergency standby schedule for Water Division Heavy Equipment Operators will be established for a period of up to 13 weeks.

The schedule will need to be established for Water Division Heavy Equipment Operators and, currently, has no fiscal impact. When a schedule is created, then OMB will work with the impacted departments to evaluate the likely fiscal impact.



The incremental increases are partially budgeted in the Adopted 2023-2024 Budget and will be incorporated into the 2025-2026 Proposed Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

CC:

Dylan Carlson, Lead Labor Negotiator
Karen Short, Senior Human Resource Analyst
Jen Watts, Labor Relations Analyst
Mark Johnson, Labor Negotiator
Brian Schwall, Management and Budget Analyst



To: Elizabeth Pauli, City Manager

From: Reid Bennion, Budget Officer

Date: December 15, 2023

Subject: **Fiscal Impact - Local 117 General Unit LOA Police Digital Evidence and Records Support Analyst**

Overview

The City of Tacoma and the Local 117 General bargaining unit have reached a tentative agreement for a letter of agreement effective January 1, 2023, through December 31, 2025.

The Parties agree that employees in the newly created classification of “Police Digital Evidence & Records Support Analyst” (CSC TBD) will be represented by the Union for the purposes of collective bargaining.

The Parties agree to the following regarding 2023 rates of pay for the newly created classification.

POLICE DIGITAL EVIDENCE & RECORDS SUPPORT ANALYST 2023* RATES OF PAY						
Code	Classification	1	2	3	4	5
TBD	Police Digital Evidence & Records Support Analyst	\$35.11	\$36.87	\$38.70	\$40.64	\$42.69
*For 2023, the Parties agree that the five-step salary schedule for the Police Digital Evidence & Records Support Analyst (CSD TBD) will be equivalent to the Public Disclosure Video Redaction Analyst (CSC 11430).						

The new classification will be classified, overtime category “A”, and FSLA non-exempt.

The Parties are currently in collective bargaining for a successor Collective Bargaining Agreement (“CBA”) to the 2019-2022 CBA. The successor CBA will commence on January 1, 2023. The Parties have agreed to the rates of pay for the Police Digital Evidence & Records Support Analyst for 2023, as described in the table above. For the remaining years of the successor CBA (2024 and any remaining years), the hourly rates of pay for the Police Digital Evidence & Records Support Analyst will be adjusted to match the Public Disclosure Video Redaction Analyst hourly rates of pay, step progression, and effective dates. This salary equity provision shall be expressly exempt from RCW 41.56.123, and shall sunset on the same date as the expiration of the successor CBA between the Parties.

Two new positions with the classification of “Police Digital Evidence & Records Support Analyst” are budgeted in the 2023-2024 budget. The department will be responsible for adhering to their overall level of appropriation.



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